NIH CLINICAL CENTER NURSING & PATIENT CARES SERVICES
CRN ROLE COMPETENCY VALIDATION

Name: _____   Manager or Designee:_____

Work Area: _____   Primary Preceptor: _____

Hire Date: _____   Competency Date: Met _____   Not Met:_____

Reason for validation: • Orientation   • Re-validation   • PI Follow-up   • Other _____

Key: 1 = No knowledge/No experience   3 = Knowledge/Done with assistance   **Circle method used for validation:** D = Demonstration   DR = Documentation Review   V = Verbalization

2 = Knowledge/No experience   4 = Knowledge/Done independently   T = Test/Quiz   O = Other (specify)

Competency: Clinical Problem Solving – Analyzes clinical situations and implements a course of action.

Behavioral Indicators	Self Evaluation				Assessment Method Used	Validator Signature/Date		Learning Resources	Comments
						Met	Not Met*		
1. Acquires/maintains current knowledge in nursing specialty area.	1	2	3	4	D, V			NPCS Orientation	
2. Identifies clinical situations which increase risk for adverse outcomes.	1	2	3	4	DR, V			Unit level critical thinking experiences (e.g., scenarios, rounds, case studies)	
3. Uses a systematic process to evaluate problems: a. Gathers relevant facts related to the problem. b. Appropriately assesses severity/urgency of problem. c. Identifies resources (people/equipment/other) needed to solve problem. d. Describes problem; giving relevant information/facts to others involved.	1	2	3	4	D, V D, V D, V D, V			Patient Care Conferences Interdisciplinary Care Management Form Occurrence Reporting and Analysis Maryland Nurse Practice Act Unit Scope of Practice NPCS Policy: Documentation, Patient	
4. Identifies measurable outcomes for successful resolution of problem.	1	2	3	4	D, DR, V			MAS: Occurrence Reports (M88-3)	
5. Collaborates with others as needed to select corrective actions to achieve outcome.	1	2	3	4	D, DR, V			Professional Journals	
6. Implements corrective actions to optimize patient outcomes.	1	2	3	4	D, DR, V			Web Sites: Auscultation Assistant http://www.wilkes.med.ucla.edu/intro.html	
7. Evaluates effect of plan of action.	1	2	3	4	D, DR, V			Experience with CNS and/or Nurse Consultant	
8. Modifies plan as necessary to correct problem.	1	2	3	4	D, DR			Experience with preceptor	

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						Met	Not Met*		
9. Demonstrates accountability for problem resolution and/or appropriate follow through with nurse manager.	1	2	3	4	D, DR				
10. Completes required documentation as appropriate including patient chart and occurrence reports.	1	2	3	4	DR				
11. Contributes to multidisciplinary care by adding to the Interdisciplinary Care Management Summary.	1	2	3	4	DR				

Action Plan for Competency Achievement

Targeted Areas for Improvement (Behavioral Indicators):

Educational Activities/Resources Provided:

"Hands on" practice planned with preceptor, unit educator, CNS, nurse manager:

Re-evaluation date: _____

By: _____

      Competency Met

      Competency Not Met

        Next Step:_____